

OFFICIAL GAZETTE

GOVERNMENT OF GOA, DAMAN AND DIU

EXTRAORDINARY

GOVERNMENT OF GOA, DAMAN AND DIU

Industries and Labour Department

Notification

25/16/82-ILD-I

Whereas certain proposals to revise the minimum rates of wages payable to the employees employed in the various categories of work in respect of the Scheduled employment Viz. Employment in any Industry in which process of Printing by letter press, lithography, Photogravure or other similar work or work incidental to such process or book-binding is carried on in the Union territory of Goa, Daman and Diu were published at pages 87-89 of the Extraordinary Official Gazette of the Government of Goa, Daman and Diu, Series I, No. 9 dated 4-6-83 under Notification No. 25/16/82-ILD-I dated 21.5.1983 for information of, and inviting objections and suggestions from the persons, likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette;

And Whereas the said Gazette was made available to the public on 4th June, 1983;

And Whereas no objections or suggestions have been received by the Government of Goa, Daman and Diu from the public on the said proposals within the stipulated period.

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government notification No. 1/227/76-LAB/1831, dated 25th November, 1976, published in the Official Gazette No. 38, Series I, dated 16-12-76 the Government of Goa, Daman and Diu after consulting the Advisory Board hereby revises, the minimum rates of wages as specified in column (3) of the Schedule annexed hereto, payable to the

categories of employees employed in any industry in which process of Printing by letter press, lithography, photogravure or other similar work or work incidental to such process or book binding is carried on as specified in the corresponding entries in column (2) of the said Schedule and directs that this notification shall come into force with effect from 14th October, 1983.

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3
I. Unskilled:		
1. Peon		Rs. 8.00 per day or
2. Mazdoor		Rs. 48.00 per week or
3. Cleaner		Rs. 208.00 per month.
4. Helper		
5. Delivery bagman		
6. Sweeper		
7. Head Freeder		
8. Carpenter-helper		
9. Stone grinder		
10. Rotary Baller		
11. Store Baller		
12. Cylinder Baller		
13. Labourer (Manai)		
14. Any other categories by whatever name called which are of unskilled nature.		
II. Semi-Skilled:		
1. Asst. Camera Operator		Rs. 10.50 per day or
2. Asst. Transfer Printer		Rs. 63.00 per week or
3. Asst. Etcher		Rs. 273.00 per month.
4. Letter Press Feeder		
5. Checker		
6. Distributor		
7. Packer		
8. Embossing Machineman		
9. Asst. Toucher		
10. Asst. Copy Paster		
11. Flat bed Feeder		
12. Varnisher		

1	2	3
13.	Wax Machineman	
14.	Cold Powderer	
15.	Wireman	
16.	Type-cutter	
17.	Lino-baller	
18.	Proof puller	
19.	Tally Pressman	
20.	Type Dresser	
21.	Roller Maker	
22.	Roller Cutter	
23.	Plate Grainer	
24.	Ink-grinder	
25.	Knife sharpener	
26.	Wire stitcher	
27.	Perforator	
28.	Lable Puncher	
29.	Ruling Machine Feeder	
30.	Reaming man	
31.	Metal Caster	
32.	Any other categories by whatever name called which are of semiskilled nature.	

III. Skilled Workers:

(a)	1. Lino Operator	Rs. 19.50 per day or
	2. Mono Operator	Rs. 117.00 per week or
	3. Line Mechanic	Rs. 507.00 per month.
	4. Foreman	
	5. Head Proof Reader	
	6. Sub-Editor	
	7. Reporter	
	8. Offset Foreman	
	9. Camera Operator	
	10. Rotary Foreman (press-man)	
	11. Flatbed Operator	
	12. Artist	
(b)	1. Ludlow Operator	Rs. 16.00 per day or
	2. Proof Reader	Rs. 96.00 per week or
	3. Printer	Rs. 416.00 per month
	4. Hand Pressman	
	5. Offset Plate Maker	
	6. Copy Paster	
	7. Punch Maker	
	8. Electrician	
	9. Asst. Foreman	
	10. Cylinder Pressman	
	11. Compositor	
	12. Imposer	
	13. Mono Caster	
	14. Binder	
	15. Cutter	
	16. Carpenter	
	17. Box Puncher	
	18. Mounter	
	19. Any other categories by whatever name called which are of skilled nature.	

IV. General:

1.	Head Clerk	Rs. 19.50 per day or
2.	Accountant	Rs. 117.00 per week or
3.	Supervisor	Rs. 507.00 per month
1.	Clerk	Rs. 16.00 per day or
2.	Typist	Rs. 96.00 per week or
3.	Cashier	Rs. 416.00 per month.
4.	Telephone Operator	
5.	Time Keeper	
6.	Booking Clerk	
7.	Receptionist	
8.	Acct. Assistant	
9.	Steno Typist	
10.	Store Keeper	

Explanation:

1. The wages for the categories specified in the Annexure 'A' are linked with the norms of work and fixed accordingly. If any employee fails to com-

plete his norm of work of 8 hours in a day, his wages can be proportionately deducted.

2. Where/in any area/establishment/scheduled employment, wages fixed under this notification are lower than the wages fixed by the Central Wage Board in the Scheduled Employment namely Employment in any industry in which process of printing by letterpress, lithography, photogravure or other similar work or work incidental to such a process or book binding is carried on, or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this notification.

3. (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision of guidance of skilled employees, and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through training as an apprenticeship or in a technical or vocational institute and the performance of which calls for initiative and judgement.

4. The minimum rates of wages are applicable to employees engaged by the Principal Employer or Contractors or Sub-Contractors, etc.

5. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest but does not include daily batta/food allowance.

6. Both men and women have to be paid same rates of wages fixed for the category and for equal work.

7. In case of employees employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this notification.

8. The minimum rates of wages payable to an adolescent certified to work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80% of the minimum rates of wages fixed for adults.

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

S. D. Sadhale, Under Secretary (Industries and Labour).

Panaji, 12th October, 1983.

ANNEXURE — A

Norms of Work

Sl. No.	Category	Mode of work	Minimum daily production
1	2	3	4
1.	Mono-Operator	12 points English 12 points Devanagari	40.000 ems. 25.000 ems.
2.	Mono-Caster	12 points English 12 points Devanagari	42.000 ems. 42.000 ems.
3.	Page Making	20 × 26 cent, 20 × 30 cent 16 pages	2 Forms.
4.	Imposer	20 × 30 cent, 16 pages	5 Forms.
5.	Lino Operator	12 points English	30.000 ems.
6.	Hand Composing (with distribution)	12 points English 12 points Devanagari (Akand Types) 12 points Devanagari (Degree Types)	3.000 corrected ems. 2.000 corrected ems. 1.600 corrected ems.
7.	Distributor	12 points English 12 points Devanagari (Akand Types) 12 points Devanagari (Degree Types)	10.200 ems. 8.000 ems. 6.000 ems.
8.	Type Casting	12 points Super Cast	12 kg. 30 kg.
9.	Proof Reader	16 pages 19 cent × 13 cent. (Two Languages)	
10.	Printing on cylinder with make ready	44½ × 57 cent.	6.000 Copies.
	Platten (power) with ready	25½ × 38 cent.	6.000 Copies.
	Printing on Cylinder without make ready	44½ × 57 cent.	7.500 Copies.
	Platten (Power) without make ready	25½ × 38 cent.	8.500 Copies.
	Printing on Traddle (on foot) with make ready	25½ × 38 cent.	8,500 copies.
	Printing on Traddle (on foot) without make ready	25½ × 38 cent.	6.000 Copies.
11.	Machine Folding	Double Fold other large size paper	20.000 papers. 15.000 papers.
12.	Hand Folding	Form of the three folds	3.000 papers.
13.	Collating	44½ × 57 cent.	15.000 Forms.
14.	Ruling on hand fed machine	34 cms. × 43 cms. sheets	11.000 papers.
15.	Stitching by hand	6 quires, 3 stitching sections.	1.600 Forms.
	Stitching by machine	6 quires, 3 stitching sections.	8.000 Forms.
16.	Wire Stitching (power Driver machine)		6.000 (Two pins) 10.000 ((One pin)
	Wire Stitching (foot operated machine)		6.000 (One pin)
17.	Hand Numbering consecutive	10.000 per day	1.20.000 digits per day.